JOURNAL OF MANAGEMENT STUDIES

VOLUME XIX

1982

© BASIL BLACKWELL, 1982

ISSN 0022–2380

General Editors: Karen Legge and Geoff Lockett
Reviews Editor: Stephen Fineman

BASIL BLACKWELL · OXFORD

CONTENTS

ARTICLES Page

ASTLEY, W. G., AXELSSON, R., BUTLER, R. J., HICKSON, D. J. and WILSON, D. C. Complexity and Cleavage: Dual Explanations of Strategic Decision-Making 357

AXELSSON, R.—see ASTLEY, W. G., BUTLER, R. J., HICKSON, D. J. and WILSON, D. C.

BOLAND, R. J. JR. Myth and Technology in the American Accounting Profession 109

BRUNSSON, N. The Irrationality of Action and Action Rationality: Decisions, Ideologies and Organizational Actions 29

BUTLER, R. J.—see ASTLEY, W. G., AXELSSON, R., HICKSON, D. J. and WILSON, D. C.

CARNALL, C. A. Semi-Autonomous Work Groups and the Social Structure of the Organization 277

CHERMESH, R. Strike Proneness and Characteristics of Industrial Relations Systems at the Organization Level: A Discriminant Analysis 413

DUNBAR, R. L. M., DUTTON, J. M. and TORBET, W. R. Crossing Mother: Ideological Constraints on Organizational Improvements 91

DUTTON, J. M.—see DUNBAR, R. L. M. and TORBET, W. R.

ETTLIE, J. E. and O'KEEFE, R. D. Innovative Attitudes, Values and Intentions in Organizations 163

EVERETT, J. E., STENING, B. W. and LONGTON, P. A. Some Evidence for an International Managerial Culture 153

GUPTA, N. and JENKINS, D. C., JR. Absenteeism and Turnover: Is there a Progression? 395

HARRISON, S. Consensus Decision-Making in the National Health Service—A Review 377

HICKSON, D. J.—see ASTLEY, W. G., AXELSSON, R., BUTLER, R. J., HICKSON, D. J. and WILSON, D. C.

JENKINS, G. D. JR.—see GUPTA, N.

JENNER, S. R. Analyzing Cultural Stereotypes in Multinational Business: United States and Australia 307

JÖNSSON, S. Cognitive Tuning in Municipal Problem Solving . . 63

LONGTON, P. A.—see EVERETT, J. E. and STENING, B. W.

METCALFE, B. M. ALBAN, Leadership: Extrapolating from Theory and Research to Practical Skills Training 295

METCALFE, J. L. Self-regulation, Crisis Management and Preventive Medicine: The Evolution of U.K. Bank Supervision 75

MEYER, A. D. How Ideologies Supplant Formal Structures and Shape Responses to Environments 45

MILLER, D. Evolution and Revolution: A Quantum View of Structural Change in Organizations 131

MORROW, P. C. Explorations in Macro Communication Behaviour: The Effects of Organizational Feedback on Organizational Effectiveness 437

O'KEEFE, R. D.—see ETTLIE, J. E.

Page

PAOLILLO, J. G. P., R&D Subsystem Climate as a Function of Personal and Organizational Factors 327
STARBUCK, W. H. Congealing Oil: Inventing Ideologies to Justify Acting Ideologies Out 3
STENING, B. W.—see EVERETT, J. E. and LONGTON, P. A.
TORBET, W. R.—see DUNBAR, R. L. M. and DUTTON, J. M.
WATSON, T. J. Group Ideologies and Organizational Change . . 259
WILSON, D. C.—see ASTLEY, W. G., AXELSSON, R., BUTLER, R. J. and HICKSON, D. J.
WOODWARD, S. N. Performance in Planning a Large Project . . 183

BOOK REVIEWS

A.C.A.S. *Industrial Relations Handbook* (MIKE TERRY) 250
BATE, P. and MANGHAM, I. *Exploring Participation* 343
BENNETT, R. *Managing Personnel and Performance* (P. J. R. DEMPSEY) . 472
BEER, M. *Organization Change and Development: A Systems View* . . 339
BOYDELL, T. and PEDLER, M. (Eds) *Management Self-Development: Concepts and Practices* (CARY L. COOPER) 471
BROWN, C. V. *Taxation and the Incentive to Work* (K. T. MAUNDERS) . 447
BROWN, W. B. and MOBERG, D. J. *Organization Theory and Management: A Macro Approach* 348
BUSH, T., GLATTER, R., GOODEY, J. and RICHES, C. (Eds) *Approaches to School Management* (C. SELMES) 451
CAMPO-FLORES, F.—see CHANG, Y. N.
CHANG, Y. N. and CAMPO-FLORES, F. *Business Policy and Strategy*; GODIWALLA, Y. M., MEINHART, W. and WARDE, W. D. *Corporate Strategy and Functional Management* (GERRY N. JOHNSON) . . 205
CHECKLAND, P. *Systems Thinking, Systems Practice* (F. E. EMERY) . 455
CLARKE, R.—see HART, P. E.
CLAYER, A. (Ed) *The Political Economy of Cooperation and Participation—A Third Sector* (JULIAN LOWE) 252
COOPER, C. L. (Ed) *Developing Managers for the 1980s* (C. J. MARGERISON) 239
CUMMINGS, T. G. *Systems Theory for Organization Development* (MAX ELDEN) 229
DONNELLY, J. H., GIBSON, J. L. and IVANCEVICH, J. M. (Eds) *Fundamentals of Management: Selected Readings* 335
DUNSIRE, A.—see HOOD, C.
ESLAND, G. and SALAMAN, G. (Eds) *The Politics of Work and Occupations* (NIGEL NICHOLSON) 464
FISHER, D. *Communication in Organizations* 340
FOY, N. *The Yin and Yang of Organizations* 345
GARRETT, J. *Managing the Civil Service* (ELIZABETH MEEHAN) . . 236
GIBSON, J. L.—see DONNELLY, J. H. and IVANCEVICH, J. M.
GLATTER, R.—see BUSH, T., GOODEY, J. and RICHES, C.
GODIWALLA, Y. M.—see CHANG, Y. N., CAMPO-FLORES, F., MEINHART, W. and WARDE, W. D.
GOODEY, J.—see BUSH, T., GLATTER, R. and RICHES, C.
GOFFEE, R.—see SCASE, R.

Page

HAGE, J. *Theories of Organizations: Form, Process and Transformation* (C. R. HININGS) 461
HART, P. E. and CLARKE, R. *Concentration in British Industry* (J. F. PICKERING) 211
HAYES, J. and NUTMAN, P. *Understanding the Unemployed* 336
HILL, S. *Competition and Control at Work: The New Industrial Sociology* (RODERICK MARTIN) 459
HOFSTEDE, G. *Culture's Consequences—International Differences in Work Related Values* 351
HOOD, C. and DUNSIRE, A. *Bureaumetrics* (DIANA PHEYSEY) 456
I.D.E. (INDUSTRIAL DEMOCRACY IN EUROPE) Industrial Democracy in *Europe* (ALAN BRYMAN) 247
IVANCEVINCH, J. M.—see DONNELLY, J. H. and GIBSON, J. L.
JAMIESON, I. *Capitalism and Culture: A Comparative Analysis of British and American Manufacturing Organizations* (CHARLES J. MCMILLAN) . 243
KELLY, J. *Organizational Behavior: Its Data, First Principles and Applications* (TODD, D. JICK) 224
KENNEDY, T. *European Labor Relations* (COLIN G. GILL) 245
MANGHAM, I.—see BATE, P.
MANSFIELD, R.—see POOLE, M.
MCFARLAND, D. *Innovation in the Metropolitan Hospital* 231
MEINHART, W. see CHANG, Y. N., CAMPO-FLORES, F., GODIWALLA, Y. M. and WARDE, W. D.
MOBERG, D. J.—see BROWN, W. B.
MOORE, L. F.—see PINDER, G. C.
NUTMAN, P.—see HAYES, J.
PEDLER, M.—see BOYDELL, T.
PEN, J. *Modern Economics* (DAVID MORRIS) 218
PFEFFER, J. *Power in Organizations* (NIGEL NICHOLSON) 464
PINDER, G. C. and MOORE, L. F. (Eds) *Middle Range Theory and the Study of Organizations* (ROY PAYNE) 221
POOLE, M. and MANSFIELD, R. (Eds) *Managerial Roles in Industrial Relations* (DAVID BRIGHT) 202
RICHES, C.—see BUSH, T., GLATTER, R. and GOODEY, J.
RIVETT, P. *Model Building for Decision Analysis* (P. C. ROBINS) . . 241
SALAMAN, G.—see ESLAND, G.
SCASE, R. and GOFFEE, R. *The Real World of the Small Business Owner* (JAMES CURRAN and JOHN STANWORTH) 233
SCHOEMAKER, P. J. H. *Experiments on Decisions under Risk: The Expected Utility Hypothesis* (LAWRENCE D. PHILLIPS) 449
SIZER, J. (Ed.) *Readings in Management Accounting* (CYRIL TOMKINS) . 216
VAN DIJKHUIZEN, N. *From Stressors to Strains* (JUDI MARSHALL) . . 468
WARDE, W. D.—see CHANG, Y. N. and CAMPO-FLORES, F. GODIWALLA, Y. M. and MEINHART, W.
WILD, R. *Management and Production* (J. R. KING) 215
WOODWARD, J. *Industrial Organization: Theory and Practice* (RICHARD J. BUTLER) 227
YOUNG, D. W. *The Managerial Process in Human Service Agencies* (ALLAN WARMINGTON) 200